

Nurse Practitioner – MSIR

Position Title	Nurse Practitioner
Division	Medically Supervised Injecting Room
Classification Grade and Level	Dependent upon qualifications and experience benchmarked against relevant award/EBA
Enterprise Agreement / Award	EA – Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2016-2020
Employment Terms	0.4-0.6 EFT, fixed term
Reports To	Medical Director, MSIR
Ordinary Location	23 Lennox Street, Richmond
Vaccination Status	Current and compliant with Health Victoria

Organisation profile

North Richmond Community Health (NRCH) is committed to making healthcare more accessible and culturally relevant. It works with community members to support social justice principles which afford all people the right to dignity, respect, and the highest quality of care. With the recent addition of Victoria's first Medically Supervised Injecting Room (MSIR), NRCH is dedicated to combating stigma and discrimination experienced by people who use drugs, and improving their quality of life.

NRCH provides a range of medical, allied health, dental and community services to clients from all backgrounds. We also provide specialist health services in other parts of Victoria, and work with health, government and community services around the country.

The MSIR delivers an important community service, both to people who inject drugs in the local area and who are socially disadvantaged, as well as to the local community through reducing public injecting and overdose harm and improving amenity.

Website information: www.nrch.com.au

Position purpose

The primary purpose of this position is to support the MSIR Medical Director in the provision of health and medical services and other supports to MSIR clients accessing the Consulting Area. This position will also have a role in supervising clients before, during and after injecting episodes. The role would suit a nurse practitioner with a background in alcohol and other drugs, mental health or infectious diseases.

Key responsibilities/skills

Operational management:

- Support the delivery of clinical care for MSIR clients, including opioid pharmacotherapy, BBV testing and treatment and other medical issues as required.
- Maintain appropriate clinical notes of all medical services provided.
- Support clinical and service data collection.
- Support the conduct of clinical research and quality assurance projects.

- Contribute to the provision of supervision, training, instruction, information and equipment necessary for MSIR staff to perform duties in a safe, effective and efficient manner.

Client management:

- Provide clinical services to clients accessing the Consulting Area of the MSIR.
- As part of the broader MSIR team, observe and monitor clients' wellbeing throughout their visit to the service, including overdose response and management.
- Seek, record and consider feedback to improve the quality and effectiveness of service delivery.
- Maintain a high standard of conduct and work performance to promote MSIR's reputation with key internal and external stakeholders.
- Nurture collaborative relationships based on NRCH values across the organisation and with other local community groups and provider organisations.

People management:

- Provide nursing staff at the MSIR with appropriate clinical advice.
- Positively model and comply with the NRCH Code of Conduct and ethical behaviour.
- Engage in professional development and set and fulfil development goals.

Financial management:

- Ensure that all activities and operations within the scope of responsibility are performed in accordance with the allocated budget and policy guidelines.

Quality improvement and accreditation

- Support required processes to ensure that MSIR operations meet requisite accreditation standards.

Other

- Develop and maintain skills in overdose management, incident de-escalation and management, infection control, vein care and safer injecting practices, harm reduction and health promotion.
- Uphold and promote the dignity of all clients and promote awareness and understanding in the community.

Key Capabilities

Communication:

- Communicate appropriately in a variety of settings, while being professional, concise and engaging.
- Communicate well with MSIR clients, including those with a history of complex trauma.

Teamwork:

- Collaborate with colleagues to seek solutions that are beneficial to all groups as well as support a growing successful team of individuals with diverse perspectives and skills.

Action management:

- Ensure the timely delivery of initiatives, prioritise issues and organise activities to optimise outcomes.

Interpersonal relations:

- Understand the importance of fostering positive relationships with colleagues and relevant external organisations.

- Treat all stakeholders with dignity, respect and fairness. Strive to alleviate any unintended consequences resulting from decision making.
- Deal with differences of opinion fairly before they escalate into conflict and seek common ground among individuals when opinions differ.

Client focus:

- Understanding of the social model of health, clients’ rights and responsibilities, health promotion and community participation concepts and the ability to integrate these concepts into action within the program.
- Actively implement and seek client feedback in line with organisational Client Feedback policy.
- Engage consumers in planning, design, delivery and measurement and evaluation of systems and services.

Personal:

- At all times, maintain a standard of conduct, reflective of the NRCH Code of Conduct, and those of relevant professional codes.
- Set annual goals in conjunction with the Medical Director and participate in annual performance reviews.
- Maintain an effective personal professional development plan.

Qualifications

Essential	<ul style="list-style-type: none"> • Registered Nurse Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA). • Endorsed as a Nurse Practitioner by the Nursing and Midwifery Board of Australia. • Relevant medical/clinical qualifications and experience.
Professional membership(s)	<ul style="list-style-type: none"> • Membership of relevant professional body (i.e. ACNP)

Experience & Attributes

Essential	<ul style="list-style-type: none"> • Thorough knowledge of relevant health and community services for people who use drugs, or demonstrated ability to rapidly acquire this knowledge. • Demonstrated ability to engage with vulnerable people who may present with complex and challenging behaviours in a low threshold service. • Applied knowledge of current harm reduction policies and practice, relevant Victorian Government AOD policy, the National Drug Strategy and National Hepatitis C & HIV Strategy frameworks and implications at a state and local level. • A demonstrated interest and commitment to addressing health inequities and creating an organisation of influence for the most disadvantaged. • Skilled at navigating a highly scrutinised service within an organisation undergoing complex change and forging new
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	relationships.
Essential attributes	<ul style="list-style-type: none"> • Operate with personal integrity and a values base that aligns with NRCH's values. • Able to engage successfully with a wide range of stakeholders, both internally and externally across the sector. • Ability to be an effective and flexible clinician in a complex and changing environment. • Exceptional team player.
<p>Appointment is subject to:</p> <ul style="list-style-type: none"> • Successful National Police Check and International Police Check, if applicable. • Evidence of current Working With Children check • Registered Nurse Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) <p>Physical demands of the role:</p> <ul style="list-style-type: none"> • Sitting for long periods of time • Frequent walking and moving through stairs in the building • Ability to work in moderate stress • Ability to adapt to change in the workplace • Working with clients who may be distressed / uncooperative / unpredictable. 	

Internal Training Requirements

Topic	Timeframe for completion
NRCH Code of Conduct	3 months
Bullying and Harassment for Leaders	3 months
Cultural Competency	3 months
Hand Hygiene	3 months
Child Safety	3 months
Social Media	3 months
Cybersecurity	3 months
Occupational Health and Safety	3 months
Conflict Negotiation	3 months
Aboriginal Cultural Safety	3 months

All NRCH appointments must:

- Conduct themselves in a manner consistent with organisation's Code of Conduct, Scope of Practice, Employment Contract, Cultural Competency standards and all other policies and procedures.
- Create and provide a child-safe environment and promote the participation and empowerment of children. NRCH has zero tolerance of all forms of child abuse and all allegations and safety concerns will be treated very seriously. All NRCH staff and volunteers are required to contact authorities when they are worried about a child's safety. If you believe a child is at immediate risk of abuse contact 000.
- Participate in the NRCH risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identify opportunities for continuous improvement in the workplace through communication and consultation with managers and colleagues.
- Contribute positively to a safe workplace by reporting hazards and incidents immediately to an OHS representative, committee member or manager. Employees must behave in a manner that fosters safe working practices.
- Adhere to NRCH infection control policies and procedures.
- Present for work on time and follow processes when ill, late for work or applying for leave.
- Be subject to a six-month probationary period, wherein performance will be reviewed prior to the expiry of the probationary period and an ongoing employment decision will be communicated.
- Participate in annual performance reviews where all staff will have responsibility for an individually tailored work plan. All position descriptions are open to periodic review by management in consultation with staff.

- Participate in NRCH accreditation processes as required.
- Work in the guidelines of the NRCH smoke-free environment, including within vehicles.
- Be willing to perform other duties as directed, in accordance with training, skills and experience.

Further Information

For enquiries relating to this position, contact Human Resources on workforus@nrch.com.au.

I understand and have read the above Position Requirements and hereby declare that I am:

- 1. suitably qualified and experienced to undertake the duties described herein; and*
- 2. physically able to undertake the duties herein described without modification.*

SIGNATURE
[INSERT NAME]:

____/____/_____
DATE:

Job Demands Checklist

North Richmond Community Health endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency definitions:	
I = Infrequent	Activity may be required very infrequently
O = Occasional	Activity required occasionally, not necessarily all shifts
F = Frequent	Activity required most shifts, up to 50% of the time
C = Constant	Activity that exists for the majority of each shift and may involve repetitive movement for prolonged periods
N/A = Not Applicable	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Physical Demands						
Sitting	Remain seated to perform tasks				x	
Standing	Remain standing to perform tasks				x	
Walking	Periods of walking required to perform tasks				x	
Bending	Forward bending from waist to perform tasks		x			
Kneeling	Remaining in a kneeling position to perform tasks	x				
Lifting/Carrying	Light lifting and carrying		x			
	Moderate lifting and carrying		x			
	Assisted lifting (mechanical, equipment, person assist)		x			
Climbing, Working at Heights	Ascending and descending ladders, steps, scaffolding					x
Pushing/ Pulling	Moving objects e.g. trolleys, beds, wheelchairs		x			
Reaching	Arms fully extended forward or raised above shoulder	x				
Crouching	Adopting a crouching posture to perform tasks		x			
Foot Movement	Use of leg and/or foot to operate machinery	x				
Head Postures	Holding head in a position other than neutral (facing forward)	x				
Fingers/Hand/ Arm Movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding				x	
Grasping/Fine Manipulation	Gripping, holding, clasping with fingers or hands	x				
Driving	Operating a motor vehicle e.g. Use of hospital cars, deliveries, visiting clients, tractor, ride on mower, forklift, bus etc.	x				
Using role specific tools/equipment	Floor Polishing Machines, Floor Scrubbing Machines and Vacuums					x

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	N/A
Psychosocial Demands						
Distressed People	Highly emotional people crying, upset, unhappy, depressed. E.g. Emergency or grief situations			x		
Aggressive/ Unpredictable People	Raised voices, yelling, swearing, and arguing. E.g. Drug/alcohol, dementia, mental illness			x		
Exposure to Distressing Situations	E.g. Child abuse, delivering bad news, viewing extreme injuries, viewing deceased		x			
Environmental Demands						
Security Concerns	Concerns about safety and security of self, accessing and leaving work, performing duties		x			
Noise	Environmental/background noise necessitates people raising their voice to be heard		x			
Confined Spaces	An enclosed or partially enclosed space that is not designed or intended primarily to be occupied by a person					x
Biological Hazards	E.g. Exposure to body fluids, bacteria, infection diseases requiring PPE	x				